

KTRK-TV
Annual EEO Report
March 15, 2013

This Annual EEO Report is filed on behalf of KTRK-TV, Houston Texas, in compliance with the FCC's EEO reporting requirements. KTRK-TV, which is licensed to American Broadcasting Companies, Inc., serves a potential viewership of over 2 million television households in the Greater Houston area and 24 outlying counties (2,215,650 TV households in our DMA). This report includes information from March 16, 2012 to March 15, 2013, and it will be placed in the station's public file, and on the FCC website. Our website, ABC13.com provides a link to the FCC website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Opportunity Program as described herein.

Job Vacancy Information

As an Equal Opportunity Employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. Full-time job vacancies are posted internally within the Company, in trade publications and websites with a broad-based readership that includes women and minorities, and in local community newspapers. (see Attachment A Job Sources). The Station also sends notices of full-time job vacancies to organizations on its mailing list. KTRK-TV also posts this on our website, ABC13.com.

Attachment B contains the contact information of organizations that have requested to be placed on our mailing list for job openings as a result of the above announcements, ads, and outreach. This list is periodically updated. The last update occurred 11/29/12.

Record Keeping

In compliance with EEO record keeping requirements, the Station creates a file for each full-time position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the sources that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

From March 16, 2012 to March 15, 2013, the station filled 9 full time jobs. Every vacancy was publicized in the following manner, jobs were posted on the Disney/careers/Disney jobs website and the following periodicals:

Indo American News and the *Voice of Asia*.

Job vacancies were also sent to all of the organizations in Attachment B. The openings were also advertised on the station's web site- ABC13.com . The job vacancy may also have been posted in additional sources that vary according to the job. Please see Attachment C for more recruitment details by position and candidate.

Supplemental Recruitment Activities

In addition to the specific job recruitment efforts mentioned above, the Station also engages in a variety of long term initiatives designed to increase awareness of and develop qualifications for careers in broadcasting. During the reporting period, those included the following.

A. Job Fairs

1. Unity: Journalists of Color Convention-UNITY Journalists of Color is an alliance of journalists of color acting as a force for positive change to advance their presence, growth and leadership in the fast changing global news industry. The alliance includes the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists Association, the Native American Journalist Association. This year's event was held in Las Vega, NV from August 1 to August 4, 2012. Cynthia Cisneros, VP of Community Affairs; Jerry Vazquez, Executive News Producer represented KTRK-TV.
2. National Association of Black Journalists Convention and Career Fair-NABJ is an organization of journalists, students and media-related professionals that provide quality programs and services to and advocates on behalf of black journalists worldwide. NABJ holds an annual convention and career fair each summer with sessions and workshops for professional development. This year's event was held in New Orleans, LA from June 20 through June 24, 2012. Joe Williams, Director of Public Affairs; Don Kobos, Assistant New Director; Melanie Lawson, Live at Five News Anchor; Crystal Issac, News Producer, represented KTRK-TV.
3. District VIII Fall Leadership Conference
SkillsUSA Fall Leadership Conference is a program for high school students to encourage professional development. Over 900 students from Houston and surrounding areas gives students information about careers. The conference was held October 5, 2012 at the M.O. Campbell Center in Aldine ISD. Cynthia Cisneros, VP of Community Affairs represented KTRK-TV.
4. American Advertising Federation Student Conference.
For the past 6 years, KTRK-TV Director of Internet/Digital Sales Tammy Guest has chaired this event and served as speaker. Approximately 200 college students from Texas, Oklahoma, Arkansas and Louisiana are assigned a marketing project and judged by local professionals and professors. Students receive resume guidance and advice.

B. Internship Program

1. KTRK-TV sponsors an internship program aimed at third and fourth year college students who attend school mostly in Texas and surrounding states. The purpose of this program is to enrich and supplement the education of local college students in the field of television. Although the program is open to all, we place special emphasis on seeking out and identifying female and minority students who are majoring in broadcasting. During the reporting period, the Station had a total of 18 interns. For a list of participating schools, **see Attachment D**

Students selected by the various department managers as a result of the intern program described above gain first-hand experience at a television station and also receive college credit.

These internships also help students develop relationships with industry professionals who may be of assistance to them in their future careers. They often assist in finding employment in similar markets.

C. Job listings and Training Program

1. KTRK-TV routinely lists all job openings in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities:

- NAB (National Association of Broadcasters)
- AWRT (American Women in Radio and Television)
- TAB (Texas Association of Broadcaster)
- HABJ (Houston Association of Black Journalists)
- Women in Communication
- HAHMP (Houston Association of Hispanic Media Professionals)
- NABJ (National Association of Black Journalists)
- NAHJ (National Association of Hispanic Journalists)

See details in Attachment—Job Sources

2. KTRK-TV participates in the ABC, Inc. Associate Producer Trainee Program.

This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing careers in news producing, to promote diversity, and to increase minority and female representation in key decision making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the state objectives as well as laws governing affirmative action pans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Jaime Martinez is participating in the Program.

KTRK-TV participates in career days, events and speaking engagements in our surrounding communities. We also host tours of the Station throughout the year. Some examples include:

<u>Event</u>	<u>Participant</u>	<u>Date</u>
Knox Middle School Career Day	Art Rascon/ News Anchor	3/19/12
Hargrove High School College/Career Fair in Huffman,Tx, providing information about media careers	Vickie Angenend/Human Resources Director	4/12/12
Speaker at Cimarron Elementary Career Day	Erik Barajas/ News Anchor	5/2/12
Hispanic Education Summit hosted by Non-profit Neighborhood Centers to encourage students to continue their education, included learning about media careers	Cynthia Cisneros/VP Community Affairs	7/28/12
My Degree Counts college initiative Seminar for students to continue their Education, included learning about media careers	Cynthia Cisneros/VP Community Affairs	8/15/12
Davis High School Career Day	Cynthia Cisneros/VP Community Affairs	11/13/12
Teach seminar on enterprise reporting for TAB (Texas Assoc of Broadcasters)	Ted Oberg/Investigative Reporter	11/01/12
Speaker for Journalism class at Mount Carmel High School	Anthony Reed/News Photographer	12/19/12
Speaker at George Bush High School Career Day about career in news photography	Damion Smith / News Photographer	1/15/13
Spoke to students at Hill Intermediate about careers in broadcasting	Christine Dobbyn/ News Reporter	1/22/13

Station Tours

The Joy School	3/22/12
Raindrop Turkish House	3/26/12
Creekwood Middle School	3/26/12
Boy Scout Tour	3/27/12
Girl Scout Tour	4/9/12
Restoration Missionary Baptist Church	7/27/12
Missionary Baptist Church	8/24/12
Sinclair Elementary	10/1/12
Girl Scout Tour	10/16/12
Westbury High School	11/12/12
Preparatory Christian Academy	11/14/12
Cub Scout Tour	11/18/12
College Park High School	12/18/12
Dickinson Elementary	1/9/13
Boy Scout Tour	1/9/13
Kingwood International Ladies Club	1/22/13
West University Place Seniors	1/22/13
Boy Scout Tour	2/18/13

The Station will maintain a positive and continuing program of specific practices designed to endure Equal Opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve it's recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Attachment A

Job Sources

Websites used for all postings:

www.abc13.com - KTRK-TV's website
www.disneyjobs.com / www.disneycareers.com

Other websites used:

www.tvjobs.com
www.RTNDA.org
www.poynter.org
www.nahj.org
www.nabj.org
www.aaja.com
www.mediabistro.com
www.broadcastingandcable.com
www.spotsanddots.com
www.tab.org
www.medialine.com
www.habj-executive@hotmail.com
www.talentedynamics.com
www.hahmponline.org
www.mediaalliancehouston.org

Attachment B

Organizations that receive KTRK-TV job listings

Ms. Belinda Eissien
NAACP
2002 Wheeler
Houston, TX 77004

Job Placement
Houston Community College
1300 Holman
Houston, TX 77004

Workforce Solutions
3355 West Alabama # 350
Houston, TX 77098

Ms. Melissa Mayo
Women in Communications
1110 Ferndale Court
Sugar Land, TX 77479

Epilepsy Foundation
Sheila Woodard
2630 Fountainview, Suite # 210
Houston, TX 77057

Texas A&M University
Career Center #209
John J. Koldus Bldg.
College Station, TX 77843

Chinese Community Ctr.
9800 Town Park
Houston, TX 77036

Ms. Sylvia Lopez
Harris County Employment
1310 Prairie, Suite 200
Houston, TX 77004

Career Services
Texas Southern University
3100 Cleburne
Houston, TX 77004

SER/Jobs for Progress
201 Broadway
Houston, TX 77012

M.L.K. Community Center.
2720 Sampson
Houston, TX 77004

A.A.M.A.
6001 Gulf Frwy., Bldg. B165
Houston, TX 77023

Wesley Community Ctr.
2720 Sampson
Houston, TX 77004

LULAC
Executive Director
3004 Bagby
Houston, TX 77006

Career Services
Texas Southern University
3100 Cleburne Avenue
Houston, TX 77004

Mr. Brian Chang
Houston Asian Junior
4410 April Meadow Way
Sugar Land, TX 77479

Ms. Jeanette Cosley
United Negro College Fund
723 Main St., Ste. 1010
Houston, TX 77002-3320

Career Services
Houston Baptist University
7502 Fondren
Houston, TX 77074

Houston Hispanic
Chamber of Commerce
1801 Main St. # 1075
Houston, TX 77002

Elsie Huang
Asian Chamber of
Commerce
6833 Sam Houston Pkwy 206
Houston, TX 77072

Houston Defender
PO Box 8005
Houston, TX 77288

Mr. Tatcho Mindiola
UH Mexican American
Studies
4800 Calhoun
Houston, TX 77004

Job Posting
University of Texas
A115A Jester Center
Austin, TX 78705

Career Services
University of St. Thomas
3800 Montrose
Houston, TX 77006

El Dia
6120 Tarnef, Suite 100
Houston, TX 77074

Ms. Lori Wensel
The Art Institute of Houston
4140 Southwest Frwy # 100
Houston, TX 77027-7319

Houston Assoc. of Hispanic
Attn: Job Posting
P. O. Box 273394
Houston, TX 77277

Houston Sun
1520 Isabella
Houston, TX 77004

Broadcast Employment Svcs.
PO Box 4116
Oceanside, CA 92052

Stephen F. Austin
Attn: Debra Warren
Box 13032, SFA Station
Nacogdoches, TX 75962

Vietnam Post/Vietnam Business
10515 Harwin # 120
Houston, TX 77036

Forward Times
4411 Almeda Road
Houston, TX 77004

Sam Houston State Univ.
Career Services
P.O. Box 2238
Huntsville, TX 77341

Las Noticias de Fort Bend
1516 Ward St.
Rosenberg, TX 77471

Elyse Spector Kalmans
Jewish Family Service
4131 South Braeswood
Houston, TX 77025

Houston Urban League
Job Bank
1301 Texas
Houston, TX 77002

Katrina Ross
United States Veterans Initiative
1418 Preston Street
Houston, TX 77002

Fort Bend Star
4655 Techniplex Drive
Suite #300
Stafford, TX 77477-5710

Korean Journal
1241 Blalock Road
Houston, TX 77055

La Voz de Houston
4747 Southwest Frwy.
Houston, TX 77027

Houston Defender
PO Box 8005
Houston, TX 77288

KTRK Attachment C: Full Time Job Vacancies Filled 3/16/12-3/15/13

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)		Referral Source for Interviewee
						Date Hired	
2/8/2012	Sports Anchor	News	1 3/7/2012		NH		Industry Colleague
			2 4/10/2012		NH		Talent Dynamics
			3 4/19/2012		NH		Disneycareers.com
			4 4/24/2012		NH		Internal Candidate
			5 5/24/2012	Greg Bailey	H	6/12/2012	Talent Dynamics
5/29/2012	Account Executive	Sales	1 5/31/2012		NH		Industry Colleague
			2 6/8/2012		NH		Industry Colleague
			3 6/12/2012	Monica Rose	H	7/27/2012	Internal Candidate
			4 6/20/2012		NH		Disneycareers.com
			5 7/12/2012		NH		Disneycareers.com
1/6/2012	Reporter	News	1 1/9/2012	Pooja Lodhia	H	6/12/2012	Disneycareers.com
8/17/2012	Director/Broadcast Technology	Programming	1 3/28/2012		NH		ABC13.com
			2 9/10/2012		NH		Internet
			3 9/10/2012		NH		Internet
			4 9/13/2012		NH		Internet
			5 9/17/2012	Matthew Messman	H	9/25/2012	Employee Referral
			6 9/18/2012		NH		Internet
			7 9/18/2012		NH		Internet
			8 9/18/2012		NH		Internet
			9 9/18/2012		NH		Internet
			10 9/19/2012		NH		Internet
9/5/2012	Photographer/Editor	Programming	1 6/29/2012		NH		ABC13.com
			2 9/10/2012		NH		Employee Referral
			3 9/10/2012		NH		Employee Referral
			4 9/10/2012		NH		Employee Referral
			5 9/13/2012		NH		ABC13.com
			6 9/14/2012	Rudy Montano	H	10/22/2012	Employee Referral
			7 10/8/2012		NH		ABC13.com

9/5/2012	Special Projects Producer	News	9/20/2012	1	NH	ABC13.com
			9/20/2012	2	NH	ABC13.com
			9/24/2012	3	NH	ABC13.com
			10/2/2012	4	NH	ABC13.com
			10/3/2012	5	H	10/31/2012 Industry Colleague
			10/5/2012	6	NH	Internal Candidate
			10/29/2012	7	NH	Internal Candidate
			10/30/2012	8	NH	ABC13.com
			10/31/2012	9	NH	ABC13.com
			10/31/2012	10	NH	ABC13.com
8/1/2012	Account Executive	Sales	9/17/2012	1	H	11/21/2012 ABC13.com
			9/18/2012	2	NH	Disneycareers.com
			10/18/2012	3	NH	Internet
			10/18/2012	4	NH	ABC13.com
			10/19/2012	5	NH	Internet
11/6/2012	Assignments Editor	News	11/8/2012	1	NH	ABC13.com
			11/9/2012	2	H	12/14/2012 ABC13.com
			11/19/2012	3	NH	Disneycareers.com
			11/20/2012	4	NH	ABC13.com
			11/27/2012	5	NH	ABC13.com
			11/28/2012	6	NH	Employee Referral
11/6/2012	Assignments Editor	News	11/8/2012	1	NH	ABC13.com
			11/9/2012	2	NH	ABC13.com
			11/19/2012	3	NH	Disneycareers.com
			11/20/2012	4	NH	ABC13.com
			11/27/2012	5	NH	ABC13.com
			11/28/2012	6	NH	Employee Referral
2/7/2013	Associate Producer Trainee	News	12/20/102	7	H	1/28/2013 Industry Colleague
			2/14/2013	1	H	3/8/2013 TAB.org
			2/15/2013	2	NH	Disneycareers.com
			2/15/2013	3	NH	ABC13.com
			2/15/2013	4	NH	Disneycareers.com
			2/18/2013	5	NH	Disneycareers.com
			2/19/2013	6	NH	Employee Referral

12/13/2012	Investigative Reporter	News	3/1/2013	7	NH	Internal Candidate
			1/17/2013	1	NH	Employee Referral
			2/12/2013	2	H	3/8/2013 ABC13.com

Attachment D

Schools Participating in Internship Program

Houston Community College

Texas Southern University

St. Thomas University

University of Houston

Ohio State University

University of North Texas

Baylor University

St. Edward's University

University of Incarnate Word

Texas State University

Texas A & M University

Sam Houston State University

Texas Tech University

Lamar University

University of Texas